

# Ontario Association of Children's Aid Societies

<b>Position Title:</b>	Sessional PRIDE Pre-Service Trainer (Online and Face-to-Face Delivery)
<b>Reports to:</b>	Manager, Learning Delivery and Leadership
<b>Category:</b>	n/a
<b>Positions Supervised:</b>	None
<b>Department:</b>	n/a
<b>Position Established:</b>	n/a
<b>Job Description Revised:</b>	February 27, 2018

## Overview

Developed in Illinois in 1993, Parent Resources for Information, Development and Education (PRIDE) is a competency-based model for the development and support of resource (foster, kin, customary care and adoption) families. The Ontario curriculum was last revised in 2018 to expand on the use of media, interactivity and introduce an online delivery model alongside face-to-face delivery. The curriculum is designed to strengthen the quality of resource care by providing a standardized, structured framework for recruiting, preparing and selecting foster, kin, customary care and adoptive parents. The sessions provide content in the areas of teamwork, attachment, child development, maltreatment, trauma, abuse, family relationships, adoption issues, placement challenges, loss, discipline, and the impact of care giving on the family. OACAS offers the PRIDE curriculum in both online and face-to-face delivery models. The nine-session, 27-hour Pre-Service face-to-face training program is delivered by a qualified trainer and optionally may include a foster or adoptive parent to train alongside. Trainers facilitating online delivery will be responsible for checking completion of sessions, reviewing typed participant responses, and facilitating online discussions. Trainers will be interacting with and educating primarily families who are pursuing adoption outside of a local Children's Aid Society (CAS), as all other PRIDE training initiatives will continue to be offered by CASs.

OACAS is seeking energetic, passionate and resource family-focused trainers with experience in adoption practice, obtained either through work as a Private Adoption Practitioner or through similar work with a CAS, to facilitate the PRIDE Pre-Service Training for the Prospective Resource Families curriculum. Successful candidates will be requested to train on an as-needed basis, and therefore may continue their current employment. Please note, training requests are occasional and may be infrequent.

Training involves teaching new skills through such means as short lectures, observation, practice, and group activities, as well as the application of adult learning principles, online technology and/or virtual training.

### **Duties and Responsibilities**

1. Create and consistently maintain a comfortable, learner-centered training environment
2. Keep learners focused, on task and within established time frames while remaining responsive to group needs and concerns
3. Enhance learner experience through bringing forward an understanding of Indigenous communities and knowledge of Indigenous history and context as it relates to the curriculum
4. Deliver curriculum to a diverse audience while promoting an Anti-Oppressive Framework approach enhanced by an understanding of and an ability to critically examine the power imbalance inherent in organizational structures
5. Effectively demonstrate a variety of training activities – including, but not limited to lecture, small group work, large group discussion, and experiential exercises
6. Effectively manage candidate's own verbal/nonverbal communications to minimize any distractions and maximize training delivery impact
7. Deliver training without reading directly from a script
8. Using technology to enhance learning (experience with LMS systems, technology and agency computer systems and databases)

### **Qualifications**

1. A minimum of three (3) years of direct experience caring for children as a Resource Parent (Foster, Adoptive, Customary Care and Kinship) is strongly recommended
2. A minimum of five (5) years of direct experience in adoption practice, obtained either through working as a Private Adoption Practitioner or work with a CAS
3. It is strongly recommended that candidates have at least five (5) years of child welfare and/or management experience directly related to the PRIDE curriculum. Proven experience as a Private Adoption Practitioner would be a strong asset
4. Strong understanding how the candidate's own cultural background can impact communication style, values, attitudes and beliefs; ability to recognize ways in which an ethnocentric perspective may affect the ability to train and relate to participants from different cultural groups
5. Experience working with diverse stakeholders and working within an Anti-Oppressive Framework

6. Experience working with Indigenous communities and knowledge of Indigenous history and context
7. Experience working with francophone communities would be an asset
8. Strong facilitation and group-building skills
9. Excellent problem-solving skills and ability to adapt to varying audiences
10. Subject matter expertise on current research, legislation, policy and practice
11. High level of comfort using the necessary training delivery technology and media, such as projectors, computers, etc.
12. Experience with Learning Management Systems. Familiarity with Brightspace by Desire2Learn is preferred
13. Strong knowledge base in, and ability to apply, adult learning principles

The following would be considered an asset:

- Bilingual English/French
- Experience working with aboriginal and/or francophone communities

### **Working Conditions**

Work involves minimal physical or psychological risk, which could result from unavoidable exposure to dangerous situations or hazardous, disagreeable or uncomfortable working conditions. Job requires occasional travel in Ontario.